



## Elgart Named ACMA of the Year

Congratulations to Edward G. Elgart, Director of the Acquisition Center at the U.S. Army Communications-Electronics Command (CECOM), who was recently named Acquisition Career Management Advocate (ACMA) of the Year for 1997. Elgart, the ACMA for the Fort Monmouth region, is credited with being the creator of the ACMA/AWSS program.



*Edward G. Elgart receives award from  
DDACM Keith Charles.*

*Elgart, continued on page 4*

# THE ARMY ACQUISITION WORKFORCE

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Volume 1, Number 2

*The Army Acquisition Workforce Newsletter* is a publication for the U.S. Army Acquisition Workforce printed by the Acquisition Career Management Office. It is available in hard copy and on the AAC Homepage at <http://www.dacm.sarda.army.mil>.

## Irvin Named AWSS of the Year

Congratulations to Kelly Irvin, Acquisition Workforce Support Specialist (AWSS) for the Fort Monmouth, New Jersey region, for

recently being named AWSS of the Year for 1997. Irvin was honored for her dedicated service to the Army Acquisition Workforce (AAW) and for making significant improvements in communicating the Army Acquisition Corps (AAC) vision to the workforce.



*Kelly Irvin receives award from  
DDACM Keith Charles.*

Irvin, along with Ed Elgart (ACMA of the Year, see article on this page), has been involved with Acquisition Workforce activities since 1994, before the ACMA/AWSS program began. Her initial involvement began as a Procurement Analyst under Elgart, managing Fort Monmouth's AAC program and coordinating the flow of acquisition-related information for the Fort and its remote locations. In February of 1997, she was one of the first three AWSSs appointed,

*Irvin, continued on page 3*



*Printed on recycled paper*

# Automated and Electronic— EASY ACCES is Here!

Submitted by Matthew Savare, AAC

The Army Civilian Career Evaluation System (ACCES) is a centralized automated worldwide Army vacancy announcement system which lets the Army know your qualifications and interests such as job type, grade, and geographical locations. It is the only system that affords individuals from many career fields the opportunity for promotions. All eligible CP-34 employees covered by career program mandatory referral levels should be registered in ACCES.

Anyone who has completed his or her ACCES package can attest to how problematic the paperwork can be. In the past, certain career fields necessitated manually cutting and pasting information from one form to another; some forms were available electronically, while others were reproduced so poorly you could barely read the words.

To solve these problems and to streamline the submittal of packages with the hard-copy versions, the Office of the

Assistant Secretary of the Army Manpower and Reserve Affairs Career Management Operations Branch (M&RA) has launched EASY ACCES, the online ACCES registration website. This website contains all the required information to register: instructions, frequently asked questions, suspense dates, and other data. All users must request a user ID and password in order to access the site. For details and user ID/password instructions, visit the EASY ACCES website at: <<http://cpol.army.mil/ezacces/eahome1.html>>. E-mail any EASY ACCES questions to <[EASY@asamra.hoffman.army.mil](mailto:EASY@asamra.hoffman.army.mil)>.

Important points to remember regarding EASY ACCES include:

- M&RA will continue to accept hard-copy initial packages and faxed changes. As of yet, they do not have a date when all packages must be done via the Internet.

- It is incumbent upon the individual to alert their supervisors and raters when they submit a package or change that necessitates the managers' signatures (e.g., knowledge ratings). The supervisors and raters will then need to complete their sections of the individual's packages on the website in accordance with the instructions and mandated suspense dates.
- The Activity Career Program Managers will no longer be required to sign the ACCES package.
- Electronic transmissions over the Internet should be instantaneous. Thus, if the suspense date is October 28, you can theoretically send your information on the 28th any time before 12:00 a.m. Obviously, this is not a sound idea if there are transmission problems, and the POC highly recommends submitting the information at least one day before the suspense date.
- Passwords and user IDs should not be shared with others. Individuals should ensure their password is secured at all times.

## You Said It!

We asked you for your comments and suggestions about *The Army Acquisition Workforce Newsletter*. Here are some of your comments on the first issue. Thanks for your input and for your suggestions for articles. Keep those cards, letters, and e-mails coming!

"How about an article on GCSS-A and how it impacts on Army functional acquisition processes, as well as how any functional process improvements will translate into automated system changes?"

U.S. Army Research, Development & Engineering Center

"I enjoyed the inaugural issue of *The Army Acquisition Workforce Newsletter*. Thank you. Proposed future topics:

- The AAC and the AAW: Not Just for 'Procurement/Contracting' Members Anymore.
- Differences between FARS/DFARS 'Acquisition' Policies and DoD's 5000/AR 70-1 'Acquisition' Policies."

U.S. Army Armament Research, Development and Engineering Center

"Congratulations! I just received the inaugural issue of *The Army Acquisition Workforce Newsletter*. It is excellent. Please keep mailing me a copy. I have one comment: The date printed is June/July, yet I received it August 29. Was my mail slow or was getting the initial issue finalized, printed, and mailed the reason for the delay?"

SC, U.S. Army Reserve

*Editor's response: Sorry, we had some problems with our mailing list—we'll try to do better next time!*

"Maybe a little more info toward the military side?"  
Fort Huachuca

*Editor's response: We'd welcome more military information and stories—send them in!!!*

*Editor's note: All comments requiring an answer are responded to via e-mail.*

# Hoeper Named Assistant Secretary for RD&A

Paul J. Hoeper, former Deputy Under Secretary of Defense for International and Commercial Programs, has taken over as the new Assistant Secretary of the Army for Research, Development and Acquisition. Prior to joining the Department of Defense (DoD) in 1996, he served as President of Fortune Financial, a private merchant bank.



Paul J. Hoeper,  
Assistant  
Secretary of the  
Army for  
Research,  
Development  
and Acquisition

Hoeper's association with the DoD and the Defense industry dates back to the mid-1970s, when he was a consultant to the U.S. Navy on major missile and anti-submarine system procurements. He was also a consultant to the private sector in the aerospace industry on Defense programs, strategic issues, and corporate restructurings.

In 1993, Hoeper was selected to serve on the Defense Science Board (DSB) Task Force on Acquisition Reform. As a member of the task force, he served on various panels, including the Oversight Cost Panel and the Large-Scale R&D Commercial Practices Panel. He was also the DSB representative to the Integrated Dual Use Commercial Companies Working Group, sponsored by the Deputy Under Secretary of Defense for Acquisition Reform.

In April 1996, Hoeper was appointed the Deputy Under Secretary of Defense for International and Commercial Programs. He was instrumental in establishing successful international cooperative programs such as the Medium Extended Air Defense System, the Joint Strike Fighter, the Multifunctional Information Distribution Systems, and the Intercooled Recuperative Engine.

A former faculty member of Stanford Law School and an adjunct professor at the University of Southern California (USC) Law Center, Hoeper developed "What Lawyers Should Know About Business" for the Stanford Law School in 1989, and taught the course at USC from

*"Our Army is the world's strongest because we recruit superb young men and women, train them as one team with one mission, and give them the best equipment. When America sends her soldiers into action to defend our country, to make peace, to keep peace, we are putting our young men and women in harm's way. The Army acquisition team must make sure these soldiers have the equipment they need to get to the action quickly, win decisively, and come home safely. It will be my job to direct this team. With leadership from the President, the Secretary of Defense, and the Secretary of the Army, with the support of my family, and with the help of the great SARDA team, I will do my best."*

Paul J. Hoeper,  
induction ceremony speech,  
May 29, 1998

1991–1995. In December 1996, Secretary of Defense William J. Perry awarded Hoeper the Secretary of Defense Medal for Outstanding Public Service.

Hoeper received his B.S.E. in basic engineering from Princeton University in 1968 and his M.A.T. in mathematics from Harvard University in 1972. Hoeper took the oath of office as the Assistant Secretary of the Army for Research, Development and Acquisition on May 29, 1998.

*Irvin, continued from page 1*

with her responsibilities expanding to include career counseling and professional development.

Irvin feels that the most important aspect of her job is the one-on-one career development she provides to the acquisition workforce. She serves more than 3,200 acquisition workforce personnel in a variety of career fields and all grades. In an effort to reach more of her constituents, Irvin created a website to assist members of the Team C4IEWs community and the AAW in obtaining information related to their professional development. It has proved popular with her constituents and those outside her purview. Workforce personnel from as far away as Korea have called her in response to the website. You can access the website at <http://www.monmouth.army.mil/cecom/ac/train/aac.html>.

"Upon receiving the first-ever award for Acquisition Workforce Support Specialist of the Year, I was overwhelmed," Irvin said. "To see my efforts being recognized so favorably within this command, and within the ACMA office, I was filled with a sense of pride. I attribute the success of the AAC/AAW program at Fort Monmouth to several significant factors—the support and dedication of our ACMA, Mr. Edward G. Elgart; my AAC POCs that are in place in each of the C4IEWs activities that make my job doable; and the acquisition workforce I support. Despite a continuous downsizing environment, they seek out the opportunities that are made available and recommend opportunities they would like to see afforded to them. Empowering the workforce to help themselves is what it's all about," Irvin added.

According to Irvin, the success of the ACMA/AWSS program is evident in the

fact that more people are participating in more career development programs. The number of applications for the Corps Eligibles and Best Qualified Product Manager and Project Manager programs has increased significantly. A greater number of workforce members are also pursuing the 24 business credits necessary for AAC membership as well as Bachelor's and Master's degrees. A larger number of acquisition workforce members are seeking multiple certifications as well.

Irvin has been a member of the Fort Monmouth Army acquisition community for more than five years and is a native of Ocean, New Jersey. She has a Master's degree in Business Administration from Monmouth University, West Long Branch, New Jersey, as well as a Bachelor of Science in Business Administration from Georgian Court College in Lakewood, New Jersey.



*Elgart, continued from page 1*

Back in 1994 (during the developmental stages of the Army Acquisition Corps [AAC]), AAC member Elgart saw a need for improved communication of acquisition-related information at Fort Monmouth, New Jersey. A great deal of what he calls "partial information" was going out to the workforce, but there was no central information reception or distribution point for the professional acquisition community. He felt the workforce deserved better. So he established an Executive Council to deal with the issue, involving the Director of Acquisition Career Management. He assigned a central point of contact to gather and distribute acquisition-related information at Fort Monmouth (a position that would later become the Acquisition Workforce Support Specialist [AWSS]). He started a regular column in the local base newspaper entitled "Acquisition Corps Update" that provided timely information on acquisition-related issues such as Acquisition Reform and the AAC Roadshow.

Fort Monmouth's program was presented to Keith Charles, Deputy Director, Acquisition Career Management, who liked it. In fact, he liked it so much that Elgart's efforts resulted in the birth of the national ACMA/AWSS program in 1997.

"One of the reasons that the program has been so successful at Fort Monmouth," says Elgart, "is because we created a partnership between the Major Subordinate Command (CECOM) and the PEOs, so that we covered the entire acquisition workforce. We created one-stop shopping for all acquisition-related information and training." Elgart believes it is his job to make sure the workforce has the proper guidance for obtaining the training and experience they need to enhance their careers. "I'm interested in the individual development of the skills of the workforce. In order to have a superior workforce that will support the Army in the XXI Century, we have to have the same skills industry has." Elgart thinks the Army is on the

right track. When asked if he thought the ACMA/AWSS program was working, he responded, "Absolutely. If we didn't have this local, hands-on enterprise, it would be difficult for people to obtain information about opportunities and get the mentoring they need."

Upon being selected as the first ACMA of the Year, Elgart said, "I feel honored that the Fort Monmouth community is being recognized through me. We have a great program that offers guidance and support to our acquisition workforce. Our success is due primarily to the community spirit that exists between CECOM, PEO C3S, and PEO IEWS, and the hard work of my AWSS, Kelly Irvin. Our goal is to build an acquisition workforce that is capable of serving our Army through the next century, and our track record shows that we are well on our way to achieving that. I am proud the Army has used our program as its model."

Prior to his current assignment, which covers Fort Monmouth, New Jersey; Fort Huachuca, Arizona; and Alexandria, Virginia, Elgart served as the Acting Deputy Assistant Secretary of the Army for Procurement. He served in a variety of management positions with the Defense Logistics Agency at the Defense Contract Administration Services Plant Representative Office, Teledyne CAE; and the Defense Contract Administrative Services Management Area, Detroit; and was the Director of Contract Management for the Defense Contract Administration Services Region, Chicago.

A native of Brooklyn, New York, Elgart is a graduate of the Federal Executive Institute and the Command and General Staff Officer Course. He is also a graduate of the Brookings Institution-University of North Carolina Leadership 2000 program and the Center for Creative Leadership. He has a Bachelor's Degree in Biology from Kean College in Union, New Jersey, and a Master's Degree in Business Administration from Fairleigh Dickinson University in Rutherford, New Jersey.

*ACMAs are senior-level acquisition professionals responsible for communicating timely information about acquisition programs, education, training, and competitive job opportunities to the acquisition workforce. AWSSs assist ACMAs in supporting the acquisition workforce as the local source for acquisition career management information. For information on how to contact your ACMA or AWSS, see the AAC Homepage at <<http://dacm.sarda.army.mil/>>.*



*The ACMA and AWSS of the Year awards recognize the outstanding contributions of these integral members of the acquisition career management structure. Ed and Kelly were recognized during the Army Acquisition Workforce Roadshow briefing in Fort Monmouth, New Jersey, on June 8, 1998. They received plaques and monetary awards. Companion plaques containing the names of all recipients are on display in the Office of the Director, Acquisition Career Management.*

# News From Your ACMAs/AWSSs

## IMPAC Card Success:

### Fort Dix Meets Contractor Payment Problem Challenge

Submitted by Toni Gaines, Acquisition Career Management Advocate, AAC

The Fort Dix Directorate of Contracting (DOC) had been receiving a large number of complaints from contractors not getting paid in a timely manner as a result of centralizing payment offices within the Defense Finance Accounting Service. To rectify the situation, the DOC offered contractors the option of receiving monthly payments via the International Merchant Purchase Authorization Card (IMPAC). The tactic "paid off." With an average turnaround time of five days from invoice submission to payment on large dollar value contracts, quality contractor performance and satisfaction were sustained.

DOC procurements made with IMPAC covered all formal acquisitions over the simplified purchase limit of \$100,000. From this basis, the DOC implemented a simple payment process that involved the following steps:

1) The Contract Administration Office is cited as the payment office;

- 2) Contractors submit monthly invoices to their contract administrator;
- 3) The administrator makes payment to the contractor once the using activity submits a receiving report.

The contractors that chose the IMPAC payment method have been pleased and more contractors are joining the program.

*Effective March 1, 1996, the Defense Supply Service-Washington (DSS-W) implemented a new Army policy to purchase all open market procurements under \$2,500 with a commercial credit card supplied by the Rocky Mountain Bank Card System under a contract with the General Services Administration, Federal Supply Service. The card is intended for use by civilian and military government employees to make purchases under the small purchase threshold for official government use. Resource Services-Washington manages this Government-wide Commercial Credit Card Program.*

*For more detailed information on IMPAC from purpose, training, and standards of conduct to responsibilities, how to acquire a credit card, and acquisition procedures, log onto the Army Homepage at <<http://www.hqda.army.mil/rsw/impacsop.htm>>.*



## Career Calendar

Date	Event	Location
November 16-18	Follow-on Conference to Army's First Modernization through Spares Conference (May 1997)	Washington, DC

### Is the AAC/AAW Roadshow coming to your location?

See the full 1998 AAC/AAW Roadshow Schedule on the AAC Homepage at <<http://dacm.sarda.army.mil/news/awb.html>>.

## Career News Briefs

### Acquisition Education, Training, and Experience Catalog Available Online

—The Acquisition Education, Training, and Experience Catalog is now available online on the AAC Homepage at <<http://dacm.sarda.army.mil/careerdevelopment>>. This catalog describes the education, training, and experience opportunities available to broaden the AAW employee and create a powerful resource to support the warfighter. All professionals are encouraged to provide feedback regarding this catalog.

**CE Update**—The Corps Eligibles (CE) program is no longer restricted to the GS-13 population. It has been revised to include employees with Level III certification in any acquisition career field except purchasing. Those who are currently CE members who do not meet Level III certification will be notified, and pending notification, will have 18 months to achieve the proper certification level. Anyone who meets Army Acquisition Corps requirements, other than grade, can apply to be a CE member. The CE program is ongoing, and applications continue to be accepted and processed from all Army civilian personnel. There is no cut-off date for applications. New instructions and application forms are available on the AAC Homepage at <<http://www.dacm.sarda.army.mil>> or by contacting the AAC Homepage at (703) 604-7101/7113, DSN: 664-7101/7113, e-mail: <[corpsel@sarda.army.mil](mailto:corpsel@sarda.army.mil)>.

**Note:** CE membership is a requirement to apply and participate in the Competitive Development Group program. It is also a requirement for specific AAC position announcements and centralized boards,

including all Project and Product Management Boards.

### Web Edition of Defense Acquisition Deskbook Released

—The Deskbook Joint Program Office recently developed a commercial software version of the Deskbook Reference Set called "The Defense Acquisition Deskbook Web Edition." This test version is still under construction and is being made available for testing and feedback purposes. (Please use the feedback form on the toolbar to submit thoughts and suggestions.) The information contained in it is not the most current and should not be used for reference. For the most current information please continue to use the CD-ROM or online viewer versions. You can access this test version from the deskbook website at <<http://www.deskbook.osd.mil/>>.

### Early Announcement of the Annual David Packard Excellence in Acquisition Award Process

—The Under Secretary of Defense (Acquisition and Technology) will formally solicit nominations for the David Packard Excellence in Acquisition Award on or about November 2, 1998. This prestigious award recognizes organizations, groups, and teams that have demonstrated exemplary innovation and best acquisition practices. Detailed award requirements will be posted to the AAC Homepage at <<http://dacm.sarda.army.mil/awards>> as the information becomes available. The ACMO will be coordinating the Army nomination package for submission to USD(A&T). Plan now to participate in this important award opportunity!

For more information on the David Packard Excellence in Acquisition Award, Defense Certificate of Recognition for Acquisition Innovation, and the Defense Acquisition Executive Certificate of Achievement, please see the USD(A&T) policy on "Recognition and Awards for Acquisition Personnel" at <<http://emissary.acq.osd.mil/cert.html>>.

## News You Can Use

### What is the Senior Rater Potential Evaluation?

Following AAC/AAW Roadshow briefings, many of you asked the Mobile ACMO about the Senior Rater Potential Evaluation (SRPE). This form is a tool by which civilians can be evaluated on their leadership potential. Civilian performance evaluations are based on past performance and not on potential. Evaluations of military personnel have always included potential. This evaluation mechanism allows civilian records to be reviewed by boards in a consistent manner with the military. The tool, which includes both quantitative and qualitative evaluations on nine leadership competencies, is filled out by the senior rater and discussed with the person being rated. The SRPE has been required for the Competitive Development Group application and other recent board selection processes. Instructions for SPRE can be found at <<http://dacm.sarda.army.mil>>.

**Check out the FY99 Military Acquisition Position List (MAPL), which was effective October 1, 1998, on the AAC Homepage at <<http://dacm.sarda.army.mil/>>.**



# Barge Derrick 6801 Christened Into Army's Fleet

## BD-1 Honors Soldiers Killed in Desert Storm

Submitted by Toni Spalding, TACOM

The Army has a new addition to its transportation watercraft fleet. The first of a kind, Barge Derrick 6801 (BD-1), was christened at a formal ceremony at Baltimore's Inner Harbor on June 20, 1998. BD-1 is a 200x80 foot working barge with a 100–150 ton crane that dwarfs in size and capability any other vessel with similar mission responsibilities. BD-1 will be used to accomplish strategic deployment by loading and discharging heavy lift cargo from other ships, including the Army's logistic support vessel and the weather deck of the Navy's largest roll-on/roll-off cargo ship. Barge Derrick 6801 was built for the U.S. Army Reserve.

With its impressive lift capability of 115 tons at 80 feet, BD-1 will provide the lift

and reach needed to discharge even the heaviest Army cargo. Cargo such as the M1A2 Abrams Main Battle Tank can be lifted from the centerline of a non-self-sustaining ship, a capability not previously available with other BD equipment. Unable to move under its own power, the BD-1 is towed by a 128 foot tugboat to its positioning points. When not in theatre use, the BD-1 will carry out secondary missions of conducting salvage operations; clearing wrecks in port channels, berths, and anchorages; and removing underwater obstacles.

The addition of this vessel to the Army's watercraft fleet means much more than additional capability. It also serves as a tribute to those soldiers from the U.S. Army Reserve, 14th Quartermaster Detachment of Greensburg, Pennsylvania, who were killed in Desert Storm in 1991. During an evening Iraqi SCUD missile attack, 28 soldiers were killed and 99 others were wounded. Of the fatalities, 13 were serving with the 14th Quartermaster. Of the 99 casualties, 43 had been serving with the 14th. This U.S. Army Reserve unit from Pennsylvania suffered more casualties than any other unit serving in the Persian Gulf. To honor the memory of these citizen-soldiers, the Barge Derrick

6801 was christened the U.S. Army Keystone State. "Keystone State" is the state slogan of the Commonwealth of Pennsylvania and is now a dedication to the memory of those soldiers who served and those who died in Saudi Arabia in 1991.

BD-1, the Keystone State, will operate under the direction of Crane Master CW4 George Koch of the 949th Transportation Company out of Brandt U.S. Army Reserve Center in Baltimore, Maryland. The 949th is a subordinate unit of the 1176th Transportation Terminal Brigade, 99th Regional Support Command. The 99th Regional Support Command represents almost all combat service support branches within the Army force structure, including Engineer, Military Police, Military Intelligence, Medical,

*Barge Derrick, continued on page 9*

## AUTHOR PROFILE

**Toni Spalding** is an Acquisition Workforce Contract Specialist supporting the BD-1 project under TACOM in Warren, Michigan. She has taken a personal interest in the BD-1 not only because of the human interest angle, but also because of the Acquisition Reform initiatives being embraced on the project.

In particular, Toni cites the Integrated Process Team (IPT) effort as unique and effective. The BD IPT is a contractor, Army, and interagency (Navy SUPSHIP, NAVSEA) cooperative effort. All aspects of the project are represented on the team, from current and future end-users and the Army program manager, to the Navy project manager, technical and project engineers, logisticians, and acquisition professionals.

"We get an immediate response to issues and problems during our IPT meetings," Toni commented. "We make decisions right then and there, and everyone leaves knowing exactly what needs to be done. We've probably saved months in paperwork processing over the last year because of the IPT process," she said.



*Barge Derrick 6801, the Keystone State, was recently christened into the Army's watercraft fleet and stands as a monument to soldiers killed in Desert Storm.*

## Kudos to...

### WHO?

**BILL SMART**, Chief, Acquisition and Performance Management Division, Program Operations, Program Executive Office Air and Missile Defense (PEO AMD).

### WHAT?

Received National Defense Industrial Association (NDIA), Tennessee Valley Chapter, Materiel Acquisition and Technology Award and the David Packard Excellence in Acquisition Award from the U.S. Department of Defense (DoD).

### WHY?

Bill was recognized by the NDIA for being instrumental in redefining and improving the management processes used by DoD and industry for managing acquisition programs.

He participated on the DoD/Industry Process Actions Teams for revising both the DoD Cost/Schedule Status Report Joint Guide and the DoD Cost/Schedule Control System Criteria Joint Implementation Guide. He also authored a white paper on the Integrated Baseline Review (IBR) process, which became the basis for IBR implementation policy within the DoD. The IBR process is an integral part of recent DoD emphasis on Earned Value Management as a tool of choice for integrated cost, schedule, and technical management of high risk, flexibly priced acquisitions.

Bill was also recognized for his proactive role in promoting the Acquisition Reform Initiatives. He developed the PEO AMD Acquisition Reform Implementation Plan which was recently cited by the Army Acquisition Reform Office as a model application of the acquisition reform strategic plan-



*"Our dedication to making acquisition reform work is critical to supporting our soldiers in the field," said **Bill Smart**, PEO Air and Missile Defense, and recent recipient of the National Defense Industrial Association and David Packard Excellence in Acquisition awards.*

ning process. After winning the NDIA award in February of this year, Bill and the other members of the DoD Integrated Program Management Initiative Joint Team (the core group of the Process Actions Teams) were awarded the David Packard Excellence in Acquisition Award. This is the highest team-level award given to acquisition professionals within DoD. Specifically, the team was recognized for implementing "a shift in Earned Value Management ownership and responsibility from government to industry" and for creating a recognized international best practice.

### WHEN?

Early 1998

### WHERE?

Huntsville, Alabama

### PROFILE:

**Bill Smart** is the Division Chief for the Acquisition and Performance Management Division, Program Operations Directorate, at PEO Air and Missile Defense in Huntsville, Alabama. Bill has served the U.S. government for more than 24 years primarily in the areas of project and financial management. He has held project office as well as command and PEO staff positions at two major subordinate commands within the U.S. Army Materiel Command—the U.S. Army Space and Missile Defense Command and the Army PEO Air and Missile Defense. Bill has project and staff experience in financial management, acquisition, and performance management for major programs.

He received a B.S. degree in finance from the University of Florida in 1975 and is a graduate of the Project Management program at the University of Alabama, Huntsville. He is a charter member and past president/chapter officer of the Performance Management Association, Huntsville Chapter, and is a member of the Huntsville-Madison County Chapter of Blacks in Government. Bill has also been a featured speaker in several industry and government forums on Earned Value Management and Acquisition Reform Implementation.



# Consideration of Others Survey to Help Develop AAW Program

The Consideration of Others (CO2) program was introduced by the Chief of Staff, Army to ensure that Army employees work in the type of organization that makes them want to excel and give their total commitment to the Army's mission. The basic premise of

the CO2 program is to instill in each employee a sensitivity to and regard for the feelings and needs of others and an awareness of the impact of their own behavior on others. The three aspects of the program are education, enforcement, and ownership. The program uses training and education with a facilitator in small group forums to achieve this.

*Barge Derrick, continued from page 7*

Quartermaster, Ordnance, Adjutant General, Finance, Transportation, and Chemical Corps. Commanded by MAJ GEN Rodney D. Ruddock of Indiana, Pennsylvania, the 99th's area of responsibility spans a 120,000-square-mile area, encompassing five states and the District of Columbia.

This barge derrick with crane is the first of at least three to be produced by Bollinger Shipyards of Lockport, Louisiana, to enhance the Army's water-mission capability. The BD-1 was built under an U.S. Army contract administered by the Tank-Auto-motive and Armaments Command (TACOM) in Warren, Michigan. Watercraft is a newly acquired function of the TACOM as the result of Base Realignment Closure (BRAC) and the closure of the Aviation and Troop Command (ATCOM) in St. Louis, Missouri.

*The Army Reserve consists of the Selected Reserve (troop program units and individual aug-mentees), the individual Ready Reserve, and the Retired Reserve, totaling more than one million reserve soldiers.*

## Ask ACMO

Have a question about career development, education or training? Send it to "Ask ACMO" at <wellsb@sarda.army.mil>. We'll do our best to answer it in the next issue or via e-mail.

**Q:** Should Army Reserve Officers attend Army Acquisition Corps and Workforce roadshows in their region?

**A:** The answer is a wholehearted yes! The Army Acquisition Workforce encompasses not only civilians, but also active duty, Army National Guard, and Army Reserve officers. The information and services provided as part of these roadshows is integral to the success of any acquisition professional!

**Q:** Who receives this newsletter?

**A:** The entire Army Acquisition Workforce receives the newsletter, and it is posted on the Army Acquisition Corps homepage at <<http://dacm.sarda.army.mil/>>.

LTG Kern tasked the Acquisition Career Management Office to survey the Army Acquisition Workforce to determine which of the CO2 focus issues are of most concern to its members.

The CO2 program addresses the following issues:

- Ethical Conduct
- Appreciation and Awareness of American Military Heritage
- Quality of Leadership
- Team Building
- Equal Opportunity
- Gender Issues
- Sensitivity of Family Issues and Concerns
- Drug and Alcohol Abuse
- Safety
- Health Issues

A summary of the AAW CO2 program survey was provided at the Army Acquisition Workshop in August. Survey results for specific regions will be sent to the ACMAs for use in addressing regional training needs. Overall, the survey results validated the need for training in the areas of leadership quality and team building, which the ACMO continues to emphasize.

**For information on  
Army Acquisition  
projects, people,  
procurement, and  
policies, see  
SARDA online at**

**<<http://www.sarda.army.mil/default.htm>>.**

# The Acquisition Civilian Record Brief

**What is it? Why is it important?**

**How do I get it and update it?**

The Acquisition Civilian Record Brief (or ACRB) is a "paper" display of personal and work-related data for civilians in the Army Acquisition Workforce (AAW), including members of the Army Acquisition Corps (AAC). It is designed to closely reflect the format and content of the Officer Record Brief used by members of the military. This resemblance facilitates equal comparison of career records between military and civilian personnel to help determine the best qualified person for senior level acquisition positions. Every member of the AAW and AAC has an ACRB.

Specifically, the ACRB is used as the primary means of documenting your acquisition career activity, and is required for the following and other activities:

- Competitive Development Group (CDG) selection
- Project & Product Manager Board selection
- Best Qualified Board selection
- Certification process
- Individual Development Plan (IDP) development
- AAC accessions

All AAW personnel should receive their ACRB on or around their birth month. If your birth month has passed and you have not received your ACRB, are a member of the AAW and not an AAC member, contact your local Acquisition Workforce Support Specialist for assistance. If you are a member of the AAC and have not received a copy of your ACRB near your birth month, contact your Functional Acquisition Specialist (check the AAC Homepage or the June-July issue of *The Acquisition Workforce Newsletter* for contact lists and telephone numbers).

The ACRB has the following 10 sections:

- I. Current Position
- II. Security
- III. Acquisition Corps Data
- IV. Personal
- V. Preference (location/command)
- VI. Acquisition/Leadership Training
- VII. Education
- VIII. Awards
- IX. Assignment History
- X. Certification/Licenses

Once you receive your ACRB, review each section carefully for accuracy. To make a correction, draw a line through all incorrect data and print the correct information clearly, using codes from the application tables provided. Use a separate piece of paper if necessary. You may want to include brief comments about the changes that you are making. It is important for you to sign in the lower left block of the ACRB once you have read and understand the "false statement" clause. Your signature certifies the accuracy of the form and the changes you have made. Mail (no faxes accepted) your signed copy to:

Commander USARDAISA  
P.O. Box 4  
Radford, VA 24141-0411

Please note all birth month changes should be posted within two weeks of receipt. Your Functional Acquisition Specialist or your local Acquisition Workforce Support Specialist can update your ACRB directly, except for those fields which are marked "CPO." Your local personnel office retains the authority to update those fields into the Defense Civilian Personnel Data System. For assistance, please contact the National Capitol Region Customer Support Office at Com: 703-805-2234/1094/1064, or DSN 655-2234/1094/1064.

For detailed instructions on how to update each section of your ACRB, log onto the AAC homepage at <<http://dacm.sarda.army.mil/workforce/acrb/>>.

## People Profile

**Gregory D. Gore**

Meet Greg Gore, an Operations Research Analyst for the Sentinel Product Office within the Program Executive Office for Intelligence, Electronic



Warfare and Sensors. Greg is located at the U.S. Army Aviation and Missile Command (AMCOM) in Huntsville, Alabama. His current career field is business, cost estimating, and financial management. In this capacity, he is responsible for program planning and cost estimating for the Sentinel Product Office. Greg also serves as the primary focal point for foreign military sales and international program development.

Greg has been with the Army for 14 years and was selected for the 1998 Competitive Development Group (CDG). Through the CDG, Greg plans to broaden his career field to include program management and acquisition logistics. He has a Master's degree in Business Administration from the Florida Institute of Technology and a Bachelor of Science degree from Auburn University in Alabama. In addition to AMCOM, Greg has served at the U.S. Army Acquisition Executive Support Agency, the U.S. Army Communications-Electronic Command, and the U.S. Army Missile Command.

Greg has lived most of his life in Huntsville, Alabama. He is married, has three daughters, and stays busy coaching the girls' basketball and softball teams. He also serves as a deacon at his local church and, when he has time, enjoys hunting, fishing, camping, and outside activities with his family.

When asked what is the best thing about working for the Army, Greg said, "I enjoy the challenging and diverse job assignments afforded me in the acquisition career field."

# Acquisition Center Shows Students How It's Really Done

When one of your goals is to demonstrate a streamlined competitive buying process, what better way to do this than by taking your show on the road to a college negotiation class... the future acquisition workforce? That's exactly what the Acquisition Center did for a group of students at Oakwood College in Huntsville, Alabama.

Acquisition Center personnel split into contractor and government teams and went at it in front of students in a mock contract negotiation based on an actual contract to acquire 600 urgently needed kits. Points of contention to be negotiated were soon discovered: purchased parts price, number of subcontractors, liquidated damages cost, and profit margin.

"At first it seemed a little rehearsed," said Oakwood student Daniel Williams. "But then as they started talking, things got hot. I recognized a lot of the theories and principles we've studied in class."

The teams went through several heated counter-offers. At one point, one of the contractor negotiators came on a little strong, drawing an "Ooooooh, she got you" reaction from the classroom audience. Finally, the teams reached what Rod Matthews, the government team contracting officer, called a "win-win agreement." He explained this is one of the primary goals of a negotiation: making both sides feel they've won something.

After the mock negotiations were complete, the teams formed a panel and fielded questions from students. "I thought the students learned a lot from the negotiation," said Evelyn Tucker, chair of the business department at Oakwood College. "In our negotiation class, students negotiate with me or with each other, but they don't get a chance to sit outside the process and see it done. This presentation was a great way for the students to compare their skills."

Blannie Batts, a supervisor from the Acquisition Center, summed up the live lesson well: "Strategy, tradeoffs, staying alert, and thinking on your feet are all important to successful negotiation."

On September 14, 1994, Secretary of Defense William Perry put forth a challenge before each military department and Defense agency to establish performance measures that will reduce competitive cycle time by at least 50 percent before the year 2000. Meeting this challenge is the goal of the Acquisition Center.

## Suggestion Box

This is your newsletter—we'd like to hear from you about the kind of information you'd like to see in it. If you have ideas for articles or information, or if you'd like to submit an article for possible publication, please send it to the address below. We'd also like to know what you think about our newsletter and any suggestions you have for making it better.

To be added to our mailing list, please fill out the information below and return it to the mail or e-mail address provided below.

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Send to: Acquisition Career Management Office  
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